

Remuneration paid after the 2009 business year to members of the Board of Directors and of the Supervisory Board in 2010 as cash and non-cash benefit

	Board of Directors	Cash benefits (gross, HUF)	Note
1	dr. Csányi Sándor	15 523 800	
2	dr. Dobák Miklós	15 523 800	
3	dr. Horváth Gábor	13 696 000	
4	Hernádi Zsolt	12 419 000	
5	Molnár József	12 419 000	
6	Mosonyi György	15 523 800	
7	Mulham Al-Jarf	13 221 900	
8	Iain Paterson	17 343 945	
9	Akar László	13 696 000	Board membership ended on 29 April, 2010
10	Kamarás Miklós	12 419 000	Board membership ended on 29 April, 2010
11	dr. Kemenes Ernő	13 696 000	Board membership ended on 29 April, 2010
12	Dr. Martin Roman	2 496 060	Elected as Board member on 29 April, 2010 Cash benefit paid regarding foreign citizenship
13	Járai Zsigmond	-	Elected as Board member on 29 April, 2010
14	Dr. Parragh László	-	Elected as Board member on 29 April, 2010
	Total BoD	157 978 305	

	Supervisory Board	Cash benefits (gross, HUF)	
1	dr. Kupa Mihály	17 279 355	
2	dr.Chikán Attila	9 869 220	
3	John I. Charody	9 869 220	
4	Lámfalussy Sándor	9 869 220	
5	Slavomír Hatina	9 869 220	
6	Vásárhelyi István	3 204 390	Supervisory Board Membership ended on 27 April, 2010
7	Töröcskei István	6 664 830	Elected as Supervisory Board member on 29 April, 2010
8	Benedek Lajos	4 934 610	
9	Juhász Attila	4 934 610	
10	Kohán József	4 934 610	
	Total SB	81 429 285	

TOTAL (BoD&SB) 239 407 590

The fix remuneration of members of the Board of Directors is net 25,000 EUR/year, and 31,250 EUR/year in case of committee chairmen.

There was no payment pursuant to the incentive system based on the value added methodology in 2010 due to the final value of the indicators.

Board members who are not Hungarian citizens and not ordinarily resident in Hungary receive EUR 1,500 (gross) for each Board meeting they attend (up to 15 times per annum).

The remuneration of the Chairman of the Supervisory Board is gross EUR 4,000/month, while the members receive gross EUR 3,000/month. In addition to their monthly remuneration, the Chairman and members of the Supervisory Board receive a gross 1,500 EUR for every extraordinary Supervisory Board meeting they attend on top of the ordinary Supervisory Board meetings shown in the work plan, but maximum twice per annum. In addition the Chairman of the Supervisory Board is entitled to receive gross EUR 1,500 for participation in each meeting of the Board of Directors or Board Committee up to 15 times per annum.

The Company buys out a travel insurance policy for every member of the Board of Directors and Supervisory Board with the annual premium 13,500 HUF/person, as a **non-cash benefit**.

Every member of the Board of Directors and Supervisory Board is entitled to participate in a health screening test up to the annual aggregate amount of 80,000 HUF/person **as a non-cash benefit** as well.

Note:

Amounts paid to various members are not the same because of the different applicable conditions of taxation, in addition to the consequences of the above provisions.

The employee representatives of the Supervisory Board offered half of their remuneration for charitable purposes.